

## **Godfrey, Annie**

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**Subject:** Interview  
**Location:** Annie's office  
  
**Start:** Wed 5/6/2015 11:00 AM  
**End:** Wed 5/6/2015 12:00 PM  
**Show Time As:** Tentative  
  
**Recurrence:** (none)  
  
**Meeting Status:** Not yet responded  
  
**Organizer:** Godfrey, Annie  
**Required Attendees:** Horsey, Maurice; Young, Nestor

Larry Long



## Godfrey, Annie

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**Organizer:** Godfrey, Annie  
**Required Attendees:** Long, Larry

Larry Long



Hydrologic Alterations Expert  
Interview Questions

Larry Long  
5/6/15

Open Ended

1. How would your experience with flow and hydrologic modifications issues contribute to your duties of providing advice and technical guidance to states, tribes and other federal agencies?

taught on the  
College level

In stream inundation (Masters Program) States allocation right.  
Water resource management to determine flow. Tribal Coord for the  
region. Determined in DC on jurisdiction determinable as it relates to Hydro  
Catawba Tribe, States, M. D. State Management (Conflict Resolution)

2. What would be your top priorities as the hydrologic modifications expert?

Chattahoochee and Flint

Resource base dispute management (Inter State Water Management)  
- Coord. w/ States and Courts

3. How would you work with others in the Water Protection Division and other Region 4 on flow and hydrologic modifications issues?

Show site setup to bring everyone together.

Productive Manner to make a decision

4. Tell us about a recent successful experience in making a speech or presentation. How did you prepare? What obstacles did you face? How did you handle them?

Webinar in Costa Rica on desalination challenge (Spanish)

9/16 screen w/ English and Spanish to overcome challenge

\* APP Aquatic Protection Permit several requirements (Tech)

Situational Develop Regs in Costa Rica for desalination

5. How would you handle a situation where a state is reluctant to adopt water quality standards for flow and hydrologic modifications?

Fall back on the Conflict Management degree (Ethics, Fundamentals)

give examples of other States

Benefits the States by allowing them to choose the own  
 destiny. BUT assistance.

6. You are in a situation where you disagree with a decision made by management on a particular matter. How do you proceed and what would be your method of resolution?

Objective criteria! Things that can be agreed upon and then break it down from there.

7. Your supervisor and the Division Director have given you two, different, high priority projects to work on immediately. How would you handle this situation?

Plan and prioritize everything. This sets it up to allow time to network and allow the project to be completed proactively.

#### Behavioral

8. Describe a situation where you had to provide leadership in a group that includes a range of technical expertise and levels of staff and management?

REB project. ET Communities in Rock Hill Strategic Planning. Roadway for Phase ET Communities KY with Growth. Community Preparedness. Bottom-up workshop. Hell/Gold think organize network with SHS/C/Cons.

9. Describe a time when you were a team or workgroup leader and there was a conflict between two other members of the group. How did you handle the situation?

Sub down and be able to listen. What is said, what is meant, what can be agreed upon. Mediator for several yrs. (Techniques published book on how to handle conflict)

10. We are looking for someone who can work with little supervisory oversight. Please share with us an example where you identified a problem and took the initiative to address the situation.

Habe, wrote protocol with NEPA, and other groups Costa Rica. Point him in the direction and he will Indonesia TN LHM to it.

#### Wrap Up

11. Do you have any questions for us?

Larry Louz 05/06/15 11:00am

Hydrologic Alterations Expert  
Interview Questions

Open Ended

1. How would your experience with flow and hydrologic modifications issues contribute to your duties of providing advice and technical guidance to states, tribes and other federal agencies?

Has experience in this area goes back to studies conducted in the 1980's and through his Masters degree. So currently the Tribal coordinator for his current position. Taught college for 15 years and how Masters in dispute management.

2. What would be your top priorities as the hydrologic modifications expert?

Collaborate with the states and the courts.

3. How would you work with others in the Water Protection Division and other Region 4 on flow and hydrologic modifications issues?

Set up a shared web site to coordinate with other programs and identify issues.

4. Tell us about a recent successful experience in making a speech or presentation. How did you prepare? What obstacles did you face? How did you handle them?

Just completed a Webinar for Costa Rica concerning the Amazon Aquifer Protection Permit regs. Will be helping them develop regs related to aquifer protection.

Situational

5. How would you handle a situation where a state is reluctant to adopt water quality standards for flow and hydrologic modifications?

Determine what the states issues are and show them how it will benefit them. Help them with money, and technical advice

6. You are in a situation where you disagree with a decision made by management on a particular matter. How do you proceed and what would be your method of resolution?

*Objective criteria - what issues do we agree on.  
Resolve other issues from there.*

7. Your supervisor and the Division Director have given you two, different, high priority projects to work on immediately. How would you handle this situation?

*Plan and prioritizing work. Use resources and network of people to get the job done.*

#### Behavioral

8. Describe a situation where you had to provide leadership in a group that includes a range of technical expertise and levels of staff and management?

*FEB Project - Community Preparedness Workshop. He designed it and collaborated with other Agency Partners to complete it. Worked with State Partners to develop a Financial Assurance for the Hail Colo.*

9. Describe a time when you were a team or workgroup leader and there was a conflict between two other members of the group. How did you handle the situation? *None*

*Be able to listen. Get the groups to explain what their issues are.  
Has experience on dispute resolution.*

10. We are looking for someone who can work with little supervisory oversight. Please share with us an example where you identified a problem and took the initiative to address the situation.

*Examples include the Hail project, Costa Rica project - mostly works independently and needs very little oversight.*

#### Wrap Up

11. Do you have any questions for us?



... on hydrologic alterations; looking at nexus of water quantity and quality; expect will work w/ WPD employees, states, tribe, other Regions + HQ; will assist in developing regional + national policy/guidance; makes presentations at regional + national meetings

Hydrologic Alterations Expert  
Interview Questions

Open Ended

1. How would your experience with flow and hydrologic modifications issues contribute to your duties of providing advice and technical guidance to states, tribes and other federal agencies?  
In stream adjudication - Master's Program worked on these models - lot of models for surface + groundwater, water resource mgmt in part - pollutant transport, tribal coord for hydrology - worked in AZ + NV + NM; 1 yr detail in DC on jurisdictional determinations; Hecla Gold Mine - worked w/ modelers, Catawba tribe, DTHC on permits; Master's in dispute mgmt - conflict prevention
2. What would be your top priorities as the hydrologic modifications expert?
  - lots going on w/ Chattahoochee + Flint - writing book on disputes mgmt
  - top would be collaborate w/ states + courts for adjudication model (CA + AZ extremely active - will set precedent)
3. How would you work with others in the Water Protection Division and other Region 4 on flow and hydrologic modifications issues?
  - set up focus group - share site - regular notes to discuss documents, so can specify what EPA wants to do
  - have recommendation on how to make it work
4. Tell us about a recent successful experience in making a speech or presentation. How did you prepare? What obstacles did you face? How did you handle them?
  - Series of webinar in Costa Rica on desalinization - no WQS, DW regulation to control desal - looked at notes for presentation, law books
  - not fluent in Spanish, split screen to have English/Spanish - reviewed tech documents, use AZ document which was very encompassing on aquifer protection permit, will help w/ develop reg's

Situational

5. How would you handle a situation where a state is reluctant to adopt water quality standards for flow and hydrologic modifications?
  - conflict mgmt tools - what's in it for states? do they have money to do it? will encourage, give info, give state examples - engage them to develop own - they can control their destinies
  - networking, collaboration

6. You are in a situation where you disagree with a decision made by management on a particular matter. How do you proceed and what would be your method of resolution?  
 - look for obj criteria - build from what we can agree on, how can we advance issue - build scenarios + select the one that meets both parties' goals
7. Your supervisor and the Division Director have given you two, different, high priority projects to work on immediately. How would you handle this situation?  
 Plan + prioritize everything - create familiarity so don't have to react immediately - will have resources + networks to fall back on to do it as expediently as possible  
 - should be prepared for most situations

#### Behavioral

8. Describe a situation where you had to provide leadership in a group that includes a range of technical expertise and levels of staff and management?

Haile - had to have vision, didn't want SF site - worked w/ Catanzaro, DRC - got \$60 million in fin. assurance - monitoring will change permit

FEB project w/ Rock Hill + EJ communities - designed program/workshop to demonstrate strategic planning - proactive approach - how to find \$, prepare for emergencies - designed program + brought it other Fed programs - trained everyone - may extend to work group at EPA

9. Describe a time when you were a team or workgroup leader and there was a conflict between two other members of the group. How did you handle the situation?  
 Fed neutral - work w/ conflict all the time - need to sit down + listen, see what issues are - mediator since 2001/02  
 - wrote book on how to resolve conflicts - lots of techniques - look at who has power or thinks has power, work w/ sidebar + resolve
10. We are looking for someone who can work with little supervisory oversight. Please share with us an example where you identified a problem and took the initiative to address the situation.  
 NEPA work - expected to know work - Haile, Indonesian group, TOR Lands Unsuitable for Mining  
 - wrote communication protocol b/w NEPA/Air/water/Tribes

#### Wrap Up

11. Do you have any questions for us?

## **Godfrey, Annie**

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**From:** Godfrey, Annie  
**Sent:** Monday, April 27, 2015 12:49 PM  
**To:** Horsey, Maurice; Young, Nestor  
**Subject:** Interview Questions  
**Attachments:** Selection of hydro mod expert-final.doc

Here are my questions.

### **Hydrologic Alterations Expert Interview Questions**

#### **Open Ended**

1. How would your experience with flow and hydrologic modifications issues contribute to your duties of providing advice and technical guidance to states, tribes and other federal agencies?
2. What would be your top priorities as the hydrologic modifications expert?
3. How would you work with others in the Water Protection Division and other Region 4 on flow and hydrologic modifications issues?
4. Tell us about a recent successful experience in making a speech or presentation. How did you prepare? What obstacles did you face? How did you handle them?

#### **Situational**

5. How would you handle a situation where a state is reluctant to adopt water quality standards for flow and hydrologic modifications?
6. You are in a situation where you disagree with a decision made by management on a particular matter. How do you proceed and what would be your method of resolution?
7. Your supervisor and the Division Director have given you two, different, high priority projects to work on immediately. How would you handle this situation?

#### **Behavioral**

8. Describe a situation where you had to provide leadership in a group that includes a range of technical expertise and levels of staff and management?
9. Describe a time when you were a team or workgroup leader and there was a conflict between two other members of the group. How did you handle the situation?
10. We are looking for someone who can work with little supervisory oversight. Please share with us an example where you identified a problem and took the initiative to address the situation.

#### **Wrap Up**

11. Do you have any questions for us?



## **Cody, Karen**

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**From:** Mundrick, Doug  
**Sent:** Wednesday, May 06, 2015 8:18 AM  
**To:** Godfrey, Annie; Mitchell, Gail  
**Cc:** Benante, Joanne; Giattina, James  
**Subject:** RE: Expert selection

To be honest, Annie, I'm sure he won't have a problem. However, given everything that has been going on recently, I really do think it would be better to wait. I think he will want to discuss each applicant.

Doug

**From:** Godfrey, Annie  
**Sent:** Wednesday, May 06, 2015 8:02 AM  
**To:** Mitchell, Gail; Mundrick, Doug  
**Cc:** Benante, Joanne  
**Subject:** RE: Expert selection

From Jim's calendar it looks like he will not be back until the 18<sup>th</sup>. I would really like to move forward with this before then. Is there any way we could do that?

**From:** Mitchell, Gail  
**Sent:** Wednesday, May 06, 2015 8:00 AM  
**To:** Godfrey, Annie; Mundrick, Doug  
**Cc:** Benante, Joanne  
**Subject:** RE: Expert selection

Annie – I agree with Doug. With 4 names on the cert you will need to wait for Jim. Did you interview them?

**From:** Godfrey, Annie  
**Sent:** Wednesday, May 06, 2015 7:57 AM  
**To:** Mundrick, Doug; Mitchell, Gail  
**Cc:** Benante, Joanne  
**Subject:** RE: Expert selection

Four names on the cert.

**From:** Mundrick, Doug  
**Sent:** Wednesday, May 06, 2015 7:57 AM  
**To:** Godfrey, Annie; Mitchell, Gail  
**Subject:** RE: Expert selection

How many names did you have on your cert. If more than one I think it would be good to wait for Jim next week simply because this will be a high profile selection.

Doug

**From:** Godfrey, Annie  
**Sent:** Wednesday, May 06, 2015 7:54 AM  
**To:** Mundrick, Doug; Mitchell, Gail  
**Subject:** Expert selection

Would you like me to talk with one of you before I make the selection for the hydrologic alterations expert?

**Cody, Karen**

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**From:** Godfrey, Annie  
**Sent:** Wednesday, May 13, 2015 3:45 PM  
**To:** Giattina, James  
**Cc:** Benante, Joanne  
**Subject:** Selection Recommendation  
**Attachments:** MEMORANDUM FOR RECORD.docx

Jim, attached is a memo with my selection recommendation for the hydrologic alterations expert position. We have a briefing scheduled for 3:30 Monday, May 18<sup>th</sup>, if you want to discuss the selection.

Annie





**Cody, Karen**

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**From:** Giattina, James  
**Sent:** Monday, May 18, 2015 4:12 PM  
**To:** Godfrey, Annie  
**Cc:** Benante, Joanne  
**Subject:** RE: Selection Recommendation

Annie...I concur with your recommendation. Thanks for conducting a thorough interview and follow-up process...Jim

**From:** Godfrey, Annie  
**Sent:** Wednesday, May 13, 2015 3:45 PM  
**To:** Giattina, James  
**Cc:** Benante, Joanne  
**Subject:** Selection Recommendation

Jim, attached is a memo with my selection recommendation for the hydrologic alterations expert position. We have a briefing scheduled for 3:30 Monday, May 18<sup>th</sup>, if you want to discuss the selection.

Annie



**Cody, Karen**

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**From:** Godfrey, Annie  
**Sent:** Monday, May 18, 2015 2:52 PM  
**To:** Giattina, James  
**Cc:** Benante, Joanne  
**Subject:** Selection for expert position

Jim, do you still want to meet on the selection? We have a meeting scheduled to discuss it at 3:30. I will be on a KY litigation call at 3:00, but can leave to talk with you, if needed.

